US Army Corps
of Engineers

RXXI/EM CoP Conference

Reemployed Annuitant Office (RAO) Cadre Program

Relevant, Ready, Responsive,

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RAO Cadre Program

The Corps Nation-wide program to aid in providing highly trained, mission ready personnel to deploy for assignments of varying lengths.

Missions include:

- **FEMA Mission Assignments**
- **Backfill of personnel on assignments**
- **Backfill while recruiting permanent fill**
- **Needs to accomplish surge requirements**

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RAO Program Cadre

- **Statute, Regulations and Procedures:**

- **- P.L. 108-136, National Defense Authorization Act of FY 04 states in relevant part "This statute requires annuitants employed in a position within the Department of Defense…to receive their full salary and full annuity."**
- **24 Nov 2003**
- **- Memo from USD – P&R Subject: Employment of Annuitants, 18 March 2004**
- **- Memo from ASA (M&RA): Employment of Annuitants, 13 April 2004**
- **- EC 11-2-190, Reemployed Annuitant Cadre Program, 1 Aug 2007**
- **- SOP No. CECW-HS-1, Reemployed Annuitant Office Cadre (RAO), 1 Aug 2007**

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RAO Program Cadre

- **Hiring Process:**
- **- RAO Handles Initial Contact**
- **- Pre-employment Medical Requirements**
- **- RAO works with CPAC**
- **- All start on Temp 1 year Intermittent Appt**
- **- If extended 4 year TERM Intermittent Appt**
-
- **Benefits:**
- **- Health Benefits/Life Insurance deducted from retirement annuity**
- **- Does not earn leave, nor pay for holidays, night or Sunday differential**
- **- TDY/per diem as any other Federal civilian**

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- **Positions Filled - Hurricane Taskers:**

- **- Chief, RFO**
- **- Chief Counsel and Para-legal**
- **- Lead Security Specialist**
- **- Lead Safety Officer and staff**
- **- Lead Auditor and staff**
- **- Administrative Support Specialists**
- **- Lead Human Resource/staff Specialist**
- **- Public Affairs Officer and staff**
- **- Area Engineer - Debris**
- **- Resident Engineers**
- **- Office Engineers**
- **- QAS Inspectors**
- **- QA**
- **- Realty**
- **- Contracting Specialist**

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READINESS XXI TEAM USACE

- **Positions Filled In HQ and Various Division/District Offices:**

- **- Program Manager - Program Analyst**
- **- Engineers - Construction Reps**
- **- Attorney - Engineering Techs**
- **- Project Officers - Auditors**
- **- Realty Officer and Specialists**
- **- Emergency Manager/Specialist**
- **- Personnel Management Specialist**
- **- Logistics Management Specialist**
- **- Administrative Support**

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- **Experience Not Used But Available for Future Deployments:**

- **- Electrician (High Voltage)**
- **- Economists**
- **- Biologists**
- **- Ecologists**

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- **Working with Various Divisions/Districts to Place Personnel:**
- **Basically Contact our Office with Needs/Wants/Desires**
- **We Do Preliminary Screening**
- **Contact All Who Meet Requirements as to I&A**
- **Refer Resumes to Managers**
- **Work P2 Funding Issues**
- **Hire time 7-10 Days**

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READINESS XXI TEAM USACE

- **Use as PRT Members:**

- **Experience in All Fields When Permanently Employed**
- **Recent Experience Resulting from Katrina – Particularly Housing and Debris**
- **Located Throughout USA – May Have Someone Near the District with that Particular Need**
- **Call and We can Discuss How To Obtain Names**

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- **Use as Subject Matter Experts:**

- **Working with MVD 16 personnel trained as Debris Specialists**
- **First Responders to work with FEMA/state/local governments**
- **12 deployed to aid with Ice/Tornado Damage**

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- **Positives:**
- **Flat 26% Overhead Rate**
- **- We handle all Time & Attendance**
- **If Required, We Handle Travel Orders and Vouchers**
- **If the Person does not Work Out – Contact Us and Send them Home**

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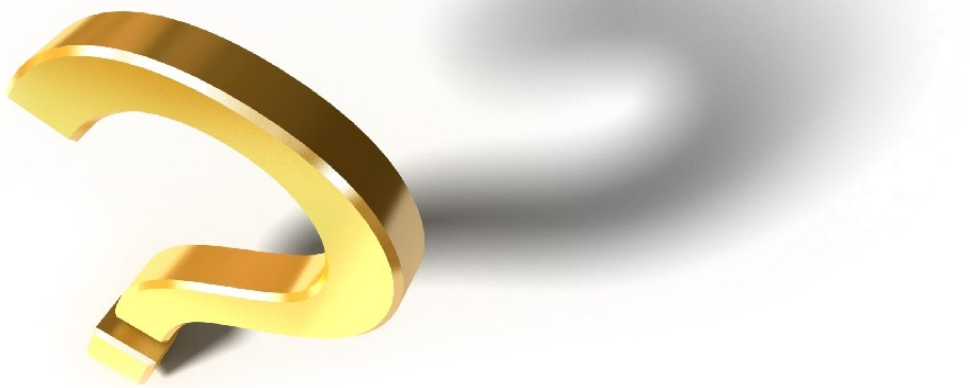

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